



General Services Administration
Federal Supply Service
Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA *Advantage!®*, a menu-driven database system. The INTERNET address GSA *Advantage!®* is: GSAAdvantage.gov.

Human Capital Management and Administrative Support Services
Industrial Group: 738X
FSC/PSC Code: R799

Contract No. GS-02F-0170N



Accenture Federal Services, LLC
800 North Glebe Road
Suite 300
Arlington, VA 22033
www.accenture.com (website)
GSASchedules@accenturefederal.com (email)
571-414-4033 (phone)

Contract Administrator: Tania Koles
Business Size: Large
Contract Period: July 29, 2003 – July 28, 2018

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov.

Pricelist Current through Refresh 27 dated 2/4/16 and Mod PO-0046 dated 1/5/17



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1.0 Customer Information

1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).

| Special Item Number | Description | Description Page | Awarded Price Page |
|---------------------|---|------------------|--------------------|
| 595-21 | Agency Human Capital Strategy, Policy, and Operational Planning | 4-21 | 22 |
| 595-22 | Private Shared Service Center for Core HR Services | 24-51 | 52-54 |
| 595-26 | Private Shared Service Center for non-Core HR Services | 24-51 | 55-57 |

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. Not applicable

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item. See pages 4-21, 24-51

2. Maximum order: \$1,000,000

3. Minimum order: \$100 or lowest cost of service

4. Geographic coverage (delivery area): Domestic and Overseas Delivery

5. Point(s) of production (city, county, and State or foreign country): N/A

6. Discount from list prices or statement of net price: Prices shown are NET prices; Basic discounts have been deducted

7. Quantity discounts: Included in price lists

8. Prompt payment terms: 0%- Net 30. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions

9a. Government Purchase cards are accepted at or below the micro-purchase threshold.

9b. Government Purchase cards are not accepted above the micro-purchase threshold.

10. Foreign items (list items by country of origin): N/A

11a. Time of delivery: Negotiated & specified on a Task Order Basis

11b. Expedited Delivery: Contact Contractor

11c. Overnight and 2-day delivery: Contact Contractor

11d. Urgent Requirements: N/A

12. F.O.B. point(s): N/A

13a. Ordering address(es).

Accenture Federal Services LLC
800 North Glebe Road, #300
Arlington, VA 22203
Attn: Tania Koles, 571-414-4033

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment address:

Accenture Federal Service LLC
PO Box 70629
Chicago, IL 60673

Bank account information for ACH or EFT payments will be shown on the invoice

15. Warranty provision: N/A

16. Export packing charges, if applicable: N/A

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level): Government purchase cards will not be accepted for payment above the micro-purchase threshold

18. Terms and conditions of rental, maintenance, and repair (if applicable): N/A

19. Terms and conditions of installation (if applicable): N/A

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A

20a. Terms and conditions for any other services (if applicable): N/A

21. List of service and distribution points (if applicable): N/A

22. List of participating dealers (if applicable): N/A

23. Preventive maintenance (if applicable): N/A

24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): N/A

24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/.

25. Data Universal Number System (DUNS) number: DUNS: 139727148

26. Accenture Federal Services, LLC is registered in the System for Award Management (SAM) Database.

2.0 Service Descriptions – Human Resources Services SIN 595-21

595-21 – Planning: Provide systemic approaches to organizing and structuring new and realigned organizations. Perform systemic approaches for workforce projections that include identification of required functions, workload, compensation ranges and recruitment and staffing sources by location. Coordinate with aligned functions, including budget planning and space planning.

595-21 - Recruitment and Internal Placement: Provide comprehensive support for Federal competitive Civil Service and excepted service recruiting and staffing. Perform strategic consulting related to qualification requirements, recruitment sources and applicable automation tools and timeframes. Conduct job analyses and develop vacancy announcements.

595-21 - Position Classification: Conduct in-depth fact-finding of new and restructured functions. Describe discrete positions and develop career position descriptions, as needed, to recruit, develop and retain well qualified individuals through the full performance level. Develop subject matter expert, supervisory and managerial position descriptions and evaluation statements covering a wide range of Federal government occupations. Provide advice and assistance in ensuring that organizational structures provide efficiency and effectiveness for performance of agencies' strategic goals and objectives.

595-21 - Personnel Actions: Perform routine personnel transactions associated with benefits enrollments, beneficiary designations and related staffing actions in compliance with the Code of Federal Regulations and Office of Personnel Management (OPM) guides.

595-21 - Training: Conduct a full range of services in HR-specific training support. Training support include but is not limited to: Provide advice, guidance and assistance to supervisors and employees as well as HR/personnel staff in managing self-improvement training resources; provide assistance in identifying training needs and requirements; coordinate the availability of various training programs; counsel management and employees to determine the best and most cost-effective methods of meeting organizational and career developmental needs; recommend, design, and/or conduct training programs.

595-21 - Employee Relations: Provide advice and assistance to ensure work life programs and employee performance, conduct and suitability comport with agency policies and Federal guidelines. Assist with casework to determine relevant facts and document basis for recommended actions. Develop for and provide employee relations training to supervisors and managers.

595-21 - Outplacement: Perform personnel outplacement planning and administration related to reorganizations, transfers of functions and downsizing, including reductions in force. Perform or coordinate for relevant training, knowledge and skill assessments, job aptitude/interest inventories, resume writing and interview workshops, counseling, stress management, financial education and retirement assistance.

2.1 Labor Category Descriptions – Human Resource Services: SIN 595-21

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|----------------------------|--|--------------------|---------------|
| Partner 1 | <p>General Experience. Partner (1)s possess at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Partner (1)s have overall accountability for business solution programs. Partner (1)s are responsible for product delivery and financial management of client engagements. A Partner 1 performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. Partner (1)s also are recognized experts in the areas of business process redesign, technical architecture, organizational change or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.</p> | 10 | Bachelors |
| Associate Partner 2 | <p>General Experience. Associate Partner (2)s possess at least 11 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Associate Partner (2)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (2)s perform such duties as:</p> <ul style="list-style-type: none"> • Set overall policy direction for client engagements • Communicate with Partner and client executive management to ensure critical issues are addressed • Provide expert guidance to projects in industry and functional areas • Act as senior client liaison • Oversee contract and financial management of | 11 | Bachelors |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|--------------------------|--|--------------------|---|
| | one or more client engagements. | | |
| Program Manager 3 | <p>General Experience. Program Manager (3)s at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Program Manager (3)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Program Manager (3)s provide subject matter expertise in industry, process or technology areas. A Program Manager (3) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Plan and manage the work of information systems project teams • Design and implement new organization structures • Conceptual design and development of training curricula • Work with client executives to facilitate organizational change programs and realize business goals • Lead clients through streamlining, reengineering and transforming business processes • Ensure consistency of quality across multiple projects • Manage client contracts. | 10 | Bachelor's Degree or 3 years related experience |
| Program Manager 2 | <p>General Experience. Program Manager (2)s at least 9 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Program Manager (2)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Program Manager (2)s provide subject matter expertise in industry, process or technology areas. A Program Manager (2) is qualified to perform such tasks as:</p> | 9 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|--------------------------|---|--------------------|---|
| | <ul style="list-style-type: none"> • Plan and manage the work of information systems project teams • Design and implement new organization structures • Conceptual design and development of training curricula • Work with client executives to facilitate organizational change programs and realize business goals • Lead clients through streamlining, reengineering and transforming business processes • Ensure consistency of quality across multiple projects • Manage client contracts. | | |
| Program Manager 1 | <p>General Experience. Program Manager (1)s at least 8 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Program Manager (1)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Program Managers provide subject matter expertise in industry, process or technology areas. A Program Manager (1) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Plan and manage the work of information systems project teams • Design and implement new organization structures • Conceptual design and development of training curricula • Work with client executives to facilitate organizational change programs and realize business goals • Lead clients through streamlining, reengineering and transforming business processes • Ensure consistency of quality across multiple projects | 8 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|--------------------------|--|--------------------|---|
| | <ul style="list-style-type: none"> • Manage client contracts. | | |
| Project Manager 7 | <p>General Experience. Project Manager (7)s possess at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Project Manager (7)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (7)s provide subject matter expertise in HR processes or technology areas. A Project Manager (7) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Design and implement new organization structures • Conceptual design and development of training curricula • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets. | 12 | Bachelor's Degree or 3 years related experience |
| Project Manager 6 | <p>General Experience. Project Manager (6)s possess at least 11 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Project Manager (6)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (6)s provide subject matter expertise in HR processes or technology areas. A Project Manager (6) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Design and implement new organization | 11 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|--------------------------|--|--------------------|---|
| | <p>structures</p> <ul style="list-style-type: none"> • Conceptual design and development of training curricula • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets. | | |
| Project Manager 5 | <p>General Experience. Project Manager (5)s possess at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Project Manager (5)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (5)s provide subject matter expertise in HR processes or technology areas. A Project Manager (5) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Design and implement new organization structures • Conceptual design and development of training curricula • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets. | 10 | Bachelor's Degree or 3 years related experience |
| Project Manager 4 | <p>General Experience. Project Manager (4)s possess at least 9 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Project Manager (4)s apply their broad management skills and specialized functional and technical expertise to</p> | 9 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|--------------------------|---|--------------------|---|
| | <p>guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (4)s provide subject matter expertise in HR processes or technology areas. A Project Manager (4) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Design and implement new organization structures • Conceptual design and development of training curricula • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets. | | |
| Project Manager 3 | <p>General Experience. Project Manager (3)s possess at least 8 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Project Manager (3)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (3)s provide subject matter expertise in HR processes or technology areas. A Project Manager (3) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Design and implement new organization structures • Conceptual design and development of training curricula • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets. | 8 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|--------------------------|---|--------------------|--|
| Project Manager 2 | <p>General Experience. Project Manager (2)s possess at least 7 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Project Manager (2)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (2)s provide subject matter expertise in HR processes or technology areas. A Project Manager (2) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Design and implement new organization structures • Conceptual design and development of training curricula • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets. | 7 | Bachelor's Degree or 3 years related experience. |
| Project Manager 1 | <p>General Experience. Project Manager (1)s possess at least 6 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Project Manager (1)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (1)s provide subject matter expertise in HR processes or technology areas. A Project Manager (1) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Design and implement new organization structures • Conceptual design and development of training | 6 | Bachelor's Degree or 3 years related experience. |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|-------------------------------|--|--------------------|---|
| | <p>curricula</p> <ul style="list-style-type: none"> • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets. | | |
| HR Senior Specialist 6 | <p>General Experience. HR Senior Specialist (6)s possess at least 7 years of experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Senior Specialist (6)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (6)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (6) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports • Provide daily supervision and direction to staff | 7 | Bachelor's Degree or 3 years related experience |
| HR Senior Specialist 5 | <p>General Experience. HR Senior Specialist (5)s possess at least 6 years of experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Senior Specialist (5)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (5)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (5) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records | 6 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|-------------------------------|--|--------------------|---|
| | <ul style="list-style-type: none"> • Process personnel transactions • Prepare human resource reports • Provide daily supervision and direction to staff | | |
| HR Senior Specialist 4 | <p>General Experience. HR Senior Specialist (4)s possess at least 5 years of experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Senior Specialist (4)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (4)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (4) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports • Provide daily supervision and direction to staff | 5 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|-------------------------------|--|--------------------|---|
| HR Senior Specialist 3 | <p>General Experience. HR Senior Specialist (3)s possess at least 4 years of experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Senior Specialist (3)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (3)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (3) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports • Provide daily supervision and direction to staff | 4 | Bachelor's Degree or 3 years related experience |
| HR Senior Specialist 2 | <p>General Experience. HR Senior Specialist (2)s possess at least 3 years of experience in Human Resource business processes or training development and administration..</p> <p>Functional Responsibility. HR Senior Specialist (2)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (2)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (2) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports • Provide daily supervision and direction to staff | 3 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|-------------------------------|--|--------------------|---|
| HR Senior Specialist 1 | <p>General Experience. HR Senior Specialist (1)s possess at least 2 years of experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Senior Specialist (1)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (1)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (1) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports • Provide daily supervision and direction to staff | 2 | Bachelor's Degree or 3 years related experience |
| HR Specialist 3 | <p>General Experience. HR Specialist (3)s possess at least 3 years experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Specialist (3)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource and training processes. On Accenture projects, HR Specialist (3)s provide HR process services. A HR Specialist (3) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports | 3 | Bachelor's Degree or 3 years related experience |
| HR Specialist 2 | <p>General Experience. HR Specialist (2)s possess at least 2 years experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Specialist (2)s apply their advanced skills and experience in processing personnel transactions and detailed</p> | 2 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|-------------------------------------|--|--------------------|---|
| | <p>knowledge of business processes to administer human resource processes. On Accenture projects, HR Specialist (2)s provide HR process services. A HR Specialist (2) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports | | |
| HR Specialist 1 | <p>General Experience. HR Specialist (1)s possess at least 1 year of experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Specialist (1)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource processes. On Accenture projects, HR Specialist (1)s provide HR processing services. A HR Specialist (1) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports | 1 | Bachelor's Degree or 3 years related experience |
| Training Senior Specialist 6 | <p>General Experience. Training Senior Specialist (6)s possess at least 7 years of experience in Human Resource business processes or training development and administration..</p> <p>Functional Responsibility. Training Senior Specialist (6)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture projects, Training Senior Specialist (6)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (6) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Conduct the research necessary to develop and | 7 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|-------------------------------------|--|--------------------|---|
| | revise training courses <ul style="list-style-type: none"> • Prepare appropriate training catalogs • Develop all instructor materials including course outline, background material, and training aids • Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms • Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training • Provide daily supervision and direction to staff | | |
| Training Senior Specialist 5 | <p>General Experience. Training Senior Specialist (5)s possess at least 6 years of experience in Human Resource business processes or training development and administration.</p> <p>Functional Responsibility. Training Senior Specialist (5)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture projects, Training Senior Specialist (5)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (5) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Conduct the research necessary to develop and revise training courses • Prepare appropriate training catalogs • Develop all instructor materials including course outline, background material, and training aids • Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms • Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training • Provide daily supervision and direction to staff | 6 | Bachelor's Degree or 3 years related experience |
| Training Senior Specialist 4 | <p>General Experience. Training Senior Specialist (4)s possess at least 5 years of experience in Human Resource business processes or training development and administration.</p> | 5 | Bachelor's Degree or 3 years related |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|------------------------------|--|--------------------|---|
| | <p>Functional Responsibility. Training Senior Specialist (4)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture projects, Training Senior Specialist (4)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (4) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Conduct the research necessary to develop and revise training courses • Prepare appropriate training catalogs • Develop all instructor materials including course outline, background material, and training aids • Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms • Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training • Provide daily supervision and direction to staff | | experience |
| Training Senior Specialist 3 | <p>General Experience. Training Senior Specialist (3)s possess at least 4 years of experience in Human Resource business processes or training development and administration.</p> <p>Functional Responsibility. Training Senior Specialist (3)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture projects, Training Senior Specialist (3)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (3) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Conduct the research necessary to develop and revise training courses • Prepare appropriate training catalogs • Develop all instructor materials including course outline, background material, and training aids • Develop all student materials including course manuals, workbooks, handouts, completion | 4 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|-------------------------------------|--|--------------------|---|
| | <p>certificates, and course critique forms</p> <ul style="list-style-type: none"> • Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training • Provide daily supervision and direction to staff | | |
| Training Senior Specialist 2 | <p>General Experience. Training Senior Specialist (2)s possess at least 3 years of experience in Human Resource business processes or training development and administration.</p> <p>Functional Responsibility. Training Senior Specialist (2)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture projects, Training Senior Specialist (2)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (2) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Conduct the research necessary to develop and revise training courses • Prepare appropriate training catalogs • Develop all instructor materials including course outline, background material, and training aids • Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms • Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training • Provide daily supervision and direction to staff | 3 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|-------------------------------------|--|--------------------|---|
| Training Senior Specialist 1 | <p>General Experience. Training Senior Specialist (1)s possess at least 2 years of experience in Human Resource business processes or training development and administration.</p> <p>Functional Responsibility. Training Senior Specialist (1)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. On Accenture projects, Training Senior Specialist (1)s provide training development and administration services and interact with clients at the supervisory level. A Training Senior Specialist (1) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Conduct the research necessary to develop and revise training courses • Prepare appropriate training catalogs • Develop all instructor materials including course outline, background material, and training aids • Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms • Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training • Provide daily supervision and direction to staff | 2 | Bachelor's Degree or 3 years related experience |
| Training Specialist 3 | <p>General Experience. Training Specialist (3)s possess at least 3 years experience in Human Resource business processes or training development and administration.</p> <p>Functional Responsibility. Training Specialist (3)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. A Training Specialist (3) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Conduct the research necessary to develop and revise training courses • Prepare appropriate training catalogs • Develop all instructor materials including course outline, background material, and training aids • Develop all student materials including course | 3 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|------------------------------|--|--------------------|---|
| | <p>manuals, workbooks, handouts, completion certificates, and course critique forms</p> <ul style="list-style-type: none"> • Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training | | |
| Training Specialist 2 | <p>General Experience. Training Specialist (2)s possess at least 2 years experience in Human Resource business processes or training development and administration.</p> <p>Functional Responsibility. Training Specialist (2)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. A Training Specialist (2) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Conduct the research necessary to develop and revise training courses • Prepare appropriate training catalogs • Develop all instructor materials including course outline, background material, and training aids • Develop all student materials including course manuals, workbooks, handouts, completion certificates, and course critique forms • Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training | 2 | Bachelor's Degree or 3 years related experience |
| Training Specialist 1 | <p>General Experience. Training Specialist (1)s possess at least 1 year of experience in Human Resource business processes or training development and administration.</p> <p>Functional Responsibility. Training Specialist (1)s apply their advanced functional knowledge and training experience to develop and administer training programs and classes. A Training Specialist (1) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Conduct the research necessary to develop and revise training courses • Prepare appropriate training catalogs • Develop all instructor materials including course outline, background material, and training aids • Develop all student materials including course | 1 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|---------------------|--|--------------------|---------------|
| | <p>manuals, workbooks, handouts, completion certificates, and course critique forms</p> <ul style="list-style-type: none"> • Conduct formal classroom courses, workshops, seminars, and/or computer based/computer aided training | | |

2.2 Rates: Human Resource Services: SIN 595-21

| Labor Category | GSA CATALOG (Price Per Hour) 07/29/13 - 07/28/18 |
|------------------------------|---|
| Partner 1 | \$451.07 |
| Associate Partner 2 | \$279.62 |
| Program Manager 3 | \$212.80 |
| Program Manager 2 | \$192.58 |
| Program Manager 1 | \$172.32 |
| Project Manager 7 | \$209.20 |
| Project Manager 6 | \$195.96 |
| Project Manager 5 | \$182.72 |
| Project Manager 4 | \$169.45 |
| Project Manager 3 | \$156.21 |
| Project Manager 2 | \$142.97 |
| Project Manager 1 | \$129.56 |
| HR Senior Specialist 6 | \$106.51 |
| HR Senior Specialist 5 | \$102.60 |
| HR Senior Specialist 4 | \$93.70 |
| HR Senior Specialist 3 | \$87.26 |
| HR Senior Specialist 2 | \$84.65 |
| HR Senior Specialist 1 | \$68.43 |
| HR Specialist 3 | \$72.94 |
| HR Specialist 2 | \$67.64 |
| HR Specialist 1 | \$65.38 |
| Training Senior Specialist 6 | \$106.51 |
| Training Senior Specialist 5 | \$102.60 |
| Training Senior Specialist 4 | \$93.70 |
| Training Senior Specialist 3 | \$87.26 |
| Training Senior Specialist 2 | \$84.65 |
| Training Senior Specialist 1 | \$68.43 |
| Training Specialist 3 | \$72.94 |
| Training Specialist 2 | \$67.64 |
| Training Specialist 1 | \$65.38 |

3.0 Service Descriptions – Human Resources Line of Business Private Shared Center: SINS 595-22 and 595-26

Accenture is certified to provide systems services across the complete range of core and non-core Human Resources (Human Capital Management) Line Of Business functions. Accenture's Human Resources Services platform includes PeopleSoft for Personnel Action Processing and Benefits Management. For Compensation Management, federal agencies may choose to use Accenture's Federal Payroll and Time and Attendance solution, provided under arrangement with ADP, or an interface to the agency's ePayroll provider. Accenture also offers Implementation Services to support the transition of agencies to Accenture's shared service center approach.

Additionally, Accenture offers leading edge solutions to meet non-core technology requirements, such as Performance Management, Succession Planning, Position Management, and Human Resources Development.

The software is hosted in a secure environment which has achieved federal certification and accreditation. Accenture provides software provisioning, hosting and application management services.

Accenture's Human Resources Service model is flexible. Agencies may choose to use the hosted systems themselves, or to also acquire processing support in addition to the hosted systems. Employee self-service features, workflow, and notifications are included in the core systems offerings, along with training and help desk support.

Our Pricelist assumes the provision of a complete, standard set of solutions and services. Individual federal agencies will identify the solutions and services that best fit their needs, and Accenture will tailor the offering and provide agency-specific task responses.

Non-core pricing is presented as licensing for software solutions and hosting, along with professional services offered on a per-hour basis for human capital support. Accenture will work with agencies to develop total task services that are appropriate to the scope of the desired solution.

Federal agencies interested in Accenture's Human Resources Line Of Business Private Sector Shared Service Centers offering should contact Accenture for more information, or issue a request for quotation under the General Services Administration 738X Schedule to obtain a response tailored to the agency's specific requirements.

4.0 Labor Category Descriptions – Human Resources Line of Business Private Shared Center: SINS 595-22 and 595-26

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|---------------------|---|--------------------|---------------|
| Partner 1 | <p>General Experience. Partner (1)s possess at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Partner (1)s have overall accountability for business solution programs. Partner (1)s are responsible for product delivery and financial management of client engagements. A Partner 1 performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. Partner (1)s also are recognized experts in the areas of business process redesign, technical architecture, organizational change or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.</p> | 10 | Bachelors |
| Associate Partner 2 | <p>General Experience. Associate Partner (2)s possess at least 11 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Associate Partner (2)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Associate Partner (2)s perform such duties as:</p> <ul style="list-style-type: none"> • Set overall policy direction for client engagements • Communicate with Partner and client executive management to ensure critical issues are addressed | 11 | Bachelors |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|---------------------|--|--------------------|---|
| | <ul style="list-style-type: none"> • Provide expert guidance to projects in industry and functional areas • Act as senior client liaison • Oversee contract and financial management of one or more client engagements. | | |
| Program Manager 3 | <p>General Experience. Program Manager (3)s at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Program Manager (3)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Program Manager (3)s provide subject matter expertise in industry, process or technology areas. A Program Manager (3) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Plan and manage the work of information systems project teams • Design and implement new organization structures • Conceptual design and development of training curricula • Work with client executives to facilitate organizational change programs and realize business goals • Lead clients through streamlining, reengineering and transforming business processes • Ensure consistency of quality across multiple projects • Manage client contracts. | 10 | Bachelor's Degree or 3 years related experience |
| Program Manager 2 | <p>General Experience. Program Manager (2)s at least 9 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> | 9 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|---------------------|--|--------------------|---|
| | <p>Functional Responsibility. Program Manager (2)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Program Manager (2)s provide subject matter expertise in industry, process or technology areas. A Program Manager (2) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Plan and manage the work of information systems project teams • Design and implement new organization structures • Conceptual design and development of training curricula • Work with client executives to facilitate organizational change programs and realize business goals • Lead clients through streamlining, reengineering and transforming business processes • Ensure consistency of quality across multiple projects • Manage client contracts. | | |
| Program Manager 1 | <p>General Experience. Program Manager (1)s at least 8 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Program Manager (1)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Program Managers provide subject matter expertise in industry, process or technology areas. A Program Manager (1) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Plan and manage the work of information | 8 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|---------------------|--|--------------------|---|
| | <p>systems project teams</p> <ul style="list-style-type: none"> • Design and implement new organization structures • Conceptual design and development of training curricula • Work with client executives to facilitate organizational change programs and realize business goals • Lead clients through streamlining, reengineering and transforming business processes • Ensure consistency of quality across multiple projects • Manage client contracts. | | |
| Project Manager 7 | <p>General Experience. Project Manager (7)s possess at least 12 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Project Manager (7)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (7)s provide subject matter expertise in HR processes or technology areas. A Project Manager (7) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Design and implement new organization structures • Conceptual design and development of training curricula • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets. | 12 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|---------------------|--|--------------------|---|
| Project Manager 6 | <p>General Experience. Project Manager (6)s possess at least 11 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Project Manager (6)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (6)s provide subject matter expertise in HR processes or technology areas. A Project Manager (6) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Design and implement new organization structures • Conceptual design and development of training curricula • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets. | 11 | Bachelor's Degree or 3 years related experience |
| Project Manager 5 | <p>General Experience. Project Manager (5)s possess at least 10 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Project Manager (5)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (5)s provide subject matter expertise in HR processes or technology areas. A Project Manager (5) is qualified to perform such tasks as:</p> | 10 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|---------------------|---|--------------------|---|
| | <ul style="list-style-type: none"> • Design and implement new organization structures • Conceptual design and development of training curricula • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets. | | |
| Project Manager 4 | <p>General Experience. Project Manager (4)s possess at least 9 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Project Manager (4)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (4)s provide subject matter expertise in HR processes or technology areas. A Project Manager (4) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Design and implement new organization structures • Conceptual design and development of training curricula • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets. | 9 | Bachelor's Degree or 3 years related experience |
| Project Manager 3 | <p>General Experience. Project Manager (3)s possess at least 8 years of experience in outsourcing services, business process redesign, change management efforts or</p> | 8 | Bachelor's Degree or 3 years related |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|---------------------|---|--------------------|--|
| | <p>information systems implementation.</p> <p>Functional Responsibility. Project Manager (3)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (3)s provide subject matter expertise in HR processes or technology areas. A Project Manager (3) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Design and implement new organization structures • Conceptual design and development of training curricula • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets. | | experience |
| Project Manager 2 | <p>General Experience. Project Manager (2)s possess at least 7 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Project Manager (2)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (2)s provide subject matter expertise in HR processes or technology areas. A Project Manager (2) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Design and implement new organization structures • Conceptual design and development of training curricula | 7 | Bachelor's Degree or 3 years related experience. |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|---------------------|---|--------------------|--|
| | <ul style="list-style-type: none"> Assist an organization translate its vision and strategy into core human resource and business processes Lead clients through streamlining, reengineering and transforming business processes Develop and execute project budgets. | | |
| Project Manager 1 | <p>General Experience. Project Manager (1)s possess at least 6 years of experience in outsourcing services, business process redesign, change management efforts or information systems implementation.</p> <p>Functional Responsibility. Project Manager (1)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Project Manager (1)s provide subject matter expertise in HR processes or technology areas. A Project Manager (1) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> Design and implement new organization structures Conceptual design and development of training curricula Assist an organization translate its vision and strategy into core human resource and business processes Lead clients through streamlining, reengineering and transforming business processes Develop and execute project budgets. | 6 | Bachelor's Degree or 3 years related experience. |
| HR Senior Advisor 2 | <p>General Experience: HR Senior Advisor (2)'s possess at least 10 years of experience in federal HR.</p> <p>Functional Responsibility: HR Senior Advisor (2)'s use their federal HR expertise to provide input for complex HR situations, monitor quality and compliance of federal HR operations, assist in the formulation and</p> | 10 | Bachelor's Degree or equivalent experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|------------------------|--|--------------------|---|
| | validation of standard operating procedures, and provide functional support for training efforts | | |
| HR Senior Advisor 1 | <p>General Experience: HR Senior Advisor (1)'s possess at least 8 years of experience in federal HR.</p> <p>Functional Responsibility: HR Senior Advisor (1)'s use their federal HR expertise to provide input for complex HR situations, monitor quality and compliance of federal HR operations, assist in the formulation and validation of standard operating procedures, and provide functional support for training efforts.</p> | 8 | Bachelor's Degree or equivalent experience |
| HR Senior Specialist 6 | <p>General Experience. HR Senior Specialist (6)s possess at least 7 years of experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Senior Specialist (6)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (6)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (6) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports • Provide daily supervision and direction to staff | 7 | Bachelor's Degree or 3 years related experience |
| HR Senior Specialist 5 | <p>General Experience. HR Senior Specialist (5)s possess at least 6 years of experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Senior Specialist (5)s apply their advanced skills and</p> | 6 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|------------------------|--|--------------------|---|
| | <p>experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (5)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (5) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports • Provide daily supervision and direction to staff | | |
| HR Senior Specialist 4 | <p>General Experience. HR Senior Specialist (4)s possess at least 5 years of experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Senior Specialist (4)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (4)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (4) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports • Provide daily supervision and direction to staff | 5 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|------------------------|--|--------------------|---|
| HR Senior Specialist 3 | <p>General Experience. HR Senior Specialist (3)s possess at least 4 years of experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Senior Specialist (3)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (3)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (3) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports • Provide daily supervision and direction to staff | 4 | Bachelor's Degree or 3 years related experience |
| HR Senior Specialist 2 | <p>General Experience. HR Senior Specialist (2)s possess at least 3 years of experience in Human Resource business processes or training development and administration..</p> <p>Functional Responsibility. HR Senior Specialist (2)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (2)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (2) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions | 3 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|------------------------|--|--------------------|---|
| | <ul style="list-style-type: none"> • Prepare human resource reports • Provide daily supervision and direction to staff | | |
| HR Senior Specialist 1 | <p>General Experience. HR Senior Specialist (1)s possess at least 2 years of experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Senior Specialist (1)s apply their advanced skills and experience in processing personnel transactions, detailed knowledge of business processes, and supervisory skills to administer human resource processes. On Accenture projects, HR Senior Specialist (1)s provide HR process services and interact with clients at the supervisory level. A HR Senior Specialist (1) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports • Provide daily supervision and direction to staff | 2 | Bachelor's Degree or 3 years related experience |
| HR Specialist 3 | <p>General Experience. HR Specialist (3)s possess at least 3 years experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Specialist (3)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource and training processes. On Accenture projects, HR Specialist (3)s provide HR process services. A HR Specialist (3) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions | 3 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|------------------------------|--|--------------------|---|
| | <ul style="list-style-type: none"> • Prepare human resource reports | | |
| HR Specialist 2 | <p>General Experience. HR Specialist (2)s possess at least 2 years experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Specialist (2)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource processes. On Accenture projects, HR Specialist (2)s provide HR process services. A HR Specialist (2) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports | 2 | Bachelor's Degree or 3 years related experience |
| HR Specialist 1 | <p>General Experience. HR Specialist (1)s possess at least 1 year of experience in Human Resource business processes.</p> <p>Functional Responsibility. HR Specialist (1)s apply their advanced skills and experience in processing personnel transactions and detailed knowledge of business processes to administer human resource processes. On Accenture projects, HR Specialist (1)s provide HR processing services. A HR Specialist (1) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Input data into Human Resource Information Systems (HRIS) • Provide assistance on employee records • Process personnel transactions • Prepare human resource reports | 1 | Bachelor's Degree or 3 years related experience |
| Business Integration Partner | <p>General Experience. Business Integration Partners possess at least 12 years of experience in information systems implementation, change management efforts</p> | 12 | Bachelor's Degree |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|--|---|--------------------|-------------------|
| | <p>or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. A Business Integration Partner has overall accountability for business solution programs. Business Integration Partners are responsible for product delivery and financial management of client engagements. A Business Integration Partner performs independent quality assurance reviews of program performance and deliverables to ensure that contractual obligations are being met. Business Integration Partners also are recognized experts in the areas of business process redesign, technical architecture, organizational change or specific industries. They lend thought leadership to engagement teams in developing creative solutions to client business problems.</p> | | |
| Business Integration Associate Partner 3 | <p>General Experience. Business Integration Associate Partner (3)s possess at least 12 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Associate Partner (3)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Business Integration Associate Partner (3)s perform such duties as:</p> <ul style="list-style-type: none"> • Set overall policy direction for client engagements • Communicate with Business Integration Partner and client executive management to ensure critical issues are addressed • Provide expert guidance to projects in | 12 | Bachelor's Degree |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|--|---|--------------------|-------------------|
| | <p>industry and functional areas</p> <ul style="list-style-type: none"> • Act as senior client liaison • Oversee contract and financial management of one or more client engagements. | | |
| Business Integration Associate Partner 2 | <p>General Experience. Business Integration Associate Partner (2)s possess at least 11 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Associate Partner (2)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Business Integration Associate Partner (2)s perform such duties as:</p> <ul style="list-style-type: none"> • Set overall policy direction for client engagements • Communicate with Business Integration Partner and client executive management to ensure critical issues are addressed • Provide expert guidance to projects in industry and functional areas • Act as senior client liaison • Oversee contract and financial management of one or more client engagements. | 11 | Bachelor's Degree |
| Business Integration Associate Partner 1 | <p>General Experience. Business Integration Associate Partner (1)s possess at least 10 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Associate Partner (1)s have management authority for client engagements. In this capacity, they apply their extensive experience in planning and</p> | 10 | Bachelor's Degree |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|---------------------------------------|--|--------------------|--|
| | <p>managing large scale, complex projects to control overall project scope, budgets and schedules for multi-project engagements. Business Integration Associate Partner (1)s perform such duties as:</p> <ul style="list-style-type: none"> • Set overall policy direction for client engagements • Communicate with Business Integration Partner and client executive management to ensure critical issues are addressed • Provide expert guidance to projects in industry and functional areas • Act as senior client liaison • Oversee contract and financial management of one or more client engagements. | | |
| Business Integration Senior Manager 3 | <p>General Experience. Business Integration Senior Manager (3)s at least 10 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Senior Manager (3)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Business Integration Senior Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Senior Manager (3) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Plan and manage the work of information systems project teams • Design and implement new organization structures • Conceptual design and development of training curricula • Work with client executives to facilitate organizational change programs and realize | 10 | Bachelor's Degree or 3 years related experience. |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|---------------------------------------|--|--------------------|--|
| | business goals <ul style="list-style-type: none"> • Lead clients through streamlining, reengineering and transforming business processes • Ensure consistency of quality across multiple projects • Manage client contracts. | | |
| Business Integration Senior Manager 2 | <p>General Experience. Business Integration Senior Manager (2)s at least 9 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Senior Manager (2)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Business Integration Senior Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Senior Manager (2) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Plan and manage the work of information systems project teams • Design and implement new organization structures • Conceptual design and development of training curricula • Work with client executives to facilitate organizational change programs and realize business goals • Lead clients through streamlining, reengineering and transforming business processes • Ensure consistency of quality across multiple projects • Manage client contracts. | 9 | Bachelor's Degree or 3 years related experience. |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|---------------------------------------|--|--------------------|---|
| Business Integration Senior Manager 1 | <p>General Experience. Business Integration Senior Manager (1)s at least 8 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Senior Manager (1)s apply their broad management skills and specialized functional and technical expertise to lead complex, large projects in delivering client solutions or to manage the operations of multiple Accenture projects. Business Integration Senior Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Senior Manager (1) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Plan and manage the work of information systems project teams • Design and implement new organization structures • Conceptual design and development of training curricula • Work with client executives to facilitate organizational change programs and realize business goals • Lead clients through streamlining, reengineering and transforming business processes • Ensure consistency of quality across multiple projects • Manage client contracts. | 8 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|--------------------------------|--|--------------------|---|
| Business Integration Manager 4 | <p>General Experience. Business Integration Manager (4)s possess at least 8 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Manager (4)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Business Integration Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Manager (4) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Plan and manage the work of information systems project teams • Design and implement new organization structures • Conceptual design and development of training curricula • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets. | 8 | Bachelor's Degree or 3 years related experience |
| Business Integration Manager 3 | <p>General Experience. Business Integration Manager (3)s possess at least 7 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Manager (3)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the</p> | 7 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|--------------------------------|---|--------------------|---|
| | <p>day-to-day operations of Accenture projects. Business Integration Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Manager (3) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Plan and manage the work of information systems project teams • Design and implement new organization structures • Conceptual design and development of training curricula • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets. | | |
| Business Integration Manager 2 | <p>General Experience. Business Integration Manager (2)s possess at least 6 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Manager (2)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Business Integration Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Manager (2) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Plan and manage the work of information systems project teams • Design and implement new organization structures • Conceptual design and development of | 6 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|--------------------------------|---|--------------------|---|
| | <p>training curricula</p> <ul style="list-style-type: none"> • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets | | |
| Business Integration Manager 1 | <p>General Experience. Business Integration Manager (1)s possess at least 5 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Manager (1)s apply their broad management skills and specialized functional and technical expertise to guide project teams in delivering client solutions or to manage the day-to-day operations of Accenture projects. Business Integration Managers provide subject matter expertise in industry, process or technology areas. A Business Integration Manager (1) is qualified to perform such tasks as:</p> <ul style="list-style-type: none"> • Plan and manage the work of information systems project teams • Design and implement new organization structures • Conceptual design and development of training curricula • Assist an organization translate its vision and strategy into core human resource and business processes • Lead clients through streamlining, reengineering and transforming business processes • Develop and execute project budgets | 5 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|-----------------------------------|---|--------------------|---|
| Business Integration Consultant 4 | <p>General Experience. Business Integration Consultant (4)s possess at least 5 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Consultant (4)s apply their advanced skills and experience in systems development, detailed knowledge of business processes, technical background and supervisory skills to implement business solutions. On Accenture projects, Business Integration Consultants provide direction to project teams and interact with clients at the supervisory level. A Business Integration Consultant (4) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Develop functional and technical information system designs. • Supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula • Lead business process redesign teams in the development of new business process architectures. • Design training programs for information systems users • Participate in quality reviews to ensure work complies with specified standards • Develop team workplans • Perform workflow analyses • Design and manage databases • Define information systems requirements • Assist in project budget preparation. | 5 | Bachelor's Degree or 3 years related experience |
| Business Integration Consultant 3 | <p>General Experience. Business Integration Consultant (3)s possess at least 4 years of experience in information systems implementation, change management efforts or business process redesign and may possess</p> | 4 | Bachelor's Degree or 3 years related |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|-----------------------------------|--|--------------------|---|
| | <p>a security clearance.</p> <p>Functional Responsibility. Business Integration Consultant (3)s apply their advanced skills and experience in systems development, detailed knowledge of business processes, technical background and supervisory skills to implement business solutions. On Accenture projects, Business Integration Consultants provide direction to project teams and interact with clients at the supervisory level. A Business Integration Consultant (3) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Develop functional and technical information system designs. • Supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula • Lead business process redesign teams in the development of new business process architectures. • Design training programs for information systems users • Participate in quality reviews to ensure work complies with specified standards • Develop team workplans • Perform workflow analyses • Design and manage databases • Define information systems requirements • Assist in project budget preparation. | | experience |
| Business Integration Consultant 2 | <p>General Experience. Business Integration Consultant (2)s possess at least 3 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Consultant (2)s apply their advanced skills and experience in systems development, detailed knowledge of business</p> | 3 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|-----------------------------------|---|--------------------|---|
| | <p>processes, technical background and supervisory skills to implement business solutions. On Accenture projects, Business Integration Consultants provide direction to project teams and interact with clients at the supervisory level. A Business Integration Consultant (2) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Develop functional and technical information system designs. • Supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula • Lead business process redesign teams in the development of new business process architectures. • Design training programs for information systems users • Participate in quality reviews to ensure work complies with specified standards • Develop team workplans • Perform workflow analyses • Design and manage databases • Define information systems requirements • Assist in project budget preparation | | |
| Business Integration Consultant 1 | <p>General Experience. Business Integration Consultant (1)s possess at least 2 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Consultant (1)s apply their advanced skills and experience in systems development, detailed knowledge of business processes, technical background and supervisory skills to implement business solutions. On Accenture projects, Business Integration Consultants provide direction to project teams and interact with clients at the</p> | 2 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|--------------------------------|--|--------------------|---|
| | <p>supervisory level. A Business Integration Consultant (1) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Develop functional and technical information system designs. • Supervise business integration analysts in the development of software designs, computer programming, system testing or training curricula • Lead business process redesign teams in the development of new business process architectures. • Design training programs for information systems users • Participate in quality reviews to ensure work complies with specified standards • Develop team workplans • Perform workflow analyses • Design and manage databases • Define information systems requirements • Assist in project budget preparation. | | |
| Business Integration Analyst 4 | <p>General Experience. Business Integration Analysts (4)s possess at least 2 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Analyst (4)s apply their strong analytical and technical skills to assist in implementing business solutions. Business Integration Analysts are directed to exercise core skills on projects, or they may direct small teams. A Business Integration Analyst (4) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Document an organization's current business process flows • Design, code and test functional components of information systems according to project specifications | 2 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|--------------------------------|--|--------------------|---|
| | <ul style="list-style-type: none"> • Identify and document functional requirements for information systems • Develop project documentation and user training materials according to program specifications • Conduct user training sessions • Prepare communications plans • Produce database extracts • Provide technical support to software development teams • Perform program management support tasks, such as status reporting and workplan maintenance. | | |
| Business Integration Analyst 3 | <p>General Experience. Business Integration Analysts (3)s possess 1 to 2 years of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Analyst (3)s apply their strong analytical and technical skills to assist in implementing business solutions. Business Integration Analysts are directed to exercise core skills on projects, or they may direct small teams. A Business Integration Analyst (3) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Document an organization's current business process flows • Design, code and test functional components of information systems according to project specifications • Identify and document functional requirements for information systems • Develop project documentation and user training materials according to program specifications • Conduct user training sessions • Prepare communications plans • Produce database extracts | 1 | Bachelor's Degree or 3 years related experience |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|--------------------------------|--|--------------------|---|
| | <ul style="list-style-type: none"> • Provide technical support to software development teams • Perform program management support tasks, such as status reporting and workplan maintenance. | | |
| Business Integration Analyst 2 | <p>General Experience. Business Integration Analysts (2)s possess at least 1 year of experience in information systems implementation, change management efforts or business process redesign and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Analyst (2)s apply their strong analytical and technical skills to assist in implementing business solutions. Business Integration Analysts are directed to exercise core skills on projects, or they may direct small teams. A Business Integration Analyst (2) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Document an organization's current business process flows • Design, code and test functional components of information systems according to project specifications • Identify and document functional requirements for information systems • Develop project documentation and user training materials according to program specifications • Conduct user training sessions • Prepare communications plans • Produce database extracts • Provide technical support to software development teams • Perform program management support tasks, such as status reporting and workplan maintenance. | 1 | Bachelor's Degree or 3 years related experience |
| Business Integration Analyst 1 | <p>General Experience. Business Integration Analysts (1)s have been trained in systems development and/or training methodologies</p> | 0 | Bachelor's Degree or 3 years |

| Labor Category Name | Labor Category Description | Min Yrs Experience | Min Education |
|---------------------|--|--------------------|--------------------|
| | <p>and may possess a security clearance.</p> <p>Functional Responsibility. Business Integration Analyst (1)s apply their strong analytical and technical skills to assist in implementing business solutions. Business Integration Analysts are directed to exercise core skills on projects, or they may direct small teams. A Business Integration Analyst (1) is qualified to perform tasks such as:</p> <ul style="list-style-type: none"> • Document an organization's current business process flows • Design, code and test functional components of information systems according to project specifications • Identify and document functional requirements for information systems • Develop project documentation and user training materials according to program specifications • Conduct user training sessions • Prepare communications plans • Produce database extracts • Provide technical support to software development teams • Perform program management support tasks, such as status reporting and workplan maintenance. | | related experience |

5.0 Pricing for HR Private Shared Service Centers – Core Requirements: SIN 595-22

| SIN | DESCRIPTION | GSA CATALOG (Price Per Employee) 07/29/13 - 07/28/18 |
|--|--|--|
| Core HR Application Usage, Application Management and Hosting (Year 1) | | |
| 595-22 | 1 - 10,000 Employees | \$185.16 |
| 595-22 | 10,001 - 25,000 Employees | \$191.67 |
| 595-22 | 25,001 - 50,000 Employees | \$198.19 |
| 595-22 | 50,001 - 350,000 and above Employees | \$140.81 |
| Core HR Application Usage, Application Management and Hosting (Year 2) | | |
| 595-22 | 1 - 10,000 Employees | \$170.34 |
| 595-22 | 10,001 - 25,000 Employees | \$177.13 |
| 595-22 | 25,001 - 50,000 Employees | \$183.93 |
| 595-22 | 50,001 - 350,000 and above Employees | \$123.81 |
| 595-22 | Core HR Processing Services Includes Personnel Action Processing, Benefits Processing, Records Management and Employee Call Center. Does not include Implementation Services which are ordered separately as professional services (see explanation). | Offered as professional services |
| 595-22 | Core Payroll Services Includes Hosting Technology and Infrastructure, Managed Payroll Services, Payroll Call Center. Does not include Implementation Services which are ordered separately as professional services (see explanation). | Offered as professional services |
| 595-22 | Managed Time and Labor Services Includes Core, Professional, and Accruals Modules, Hosting and Call Center. Does not include Implementation Services, which are ordered separately as professional services (see explanation). | Offered as professional services |

| SIN | DESCRIPTION | GSA CATALOG (Price Per Hour) 07/29/13 - 07/28/18 |
|--------|--|--|
| 595-22 | Partner 1 | \$423.01 |
| 595-22 | Associate Partner 2 | \$331.57 |
| 595-22 | Program Manager 3 | \$341.05 |
| 595-22 | Program Manager 2 | \$265.91 |
| 595-22 | Program Manager 1 | \$215.81 |
| 595-22 | Project Manager 7 | \$255.89 |
| 595-22 | Project Manager 6 | \$226.00 |
| 595-22 | Project Manager 5 | \$210.70 |
| 595-22 | Project Manager 4 | \$195.80 |
| 595-22 | Project Manager 3 | \$180.91 |
| 595-22 | Project Manager 2 | \$170.97 |
| 595-22 | Project Manager 1 | \$145.65 |
| 595-22 | HR Senior Advisor 2 | \$214.17 |
| 595-22 | HR Senior Advisor 1 | \$177.64 |
| 595-22 | HR Senior Specialist 6 | \$155.09 |
| 595-22 | HR Senior Specialist 5 | \$131.69 |
| 595-22 | HR Senior Specialist 4 | \$116.90 |
| 595-22 | HR Senior Specialist 3 | \$107.04 |
| 595-22 | HR Senior Specialist 2 | \$102.11 |
| 595-22 | HR Senior Specialist 1 | \$92.25 |
| 595-22 | HR Specialist 3 | \$112.90 |
| 595-22 | HR Specialist 2 | \$98.44 |
| 595-22 | HR Specialist 1 | \$88.82 |
| 595-22 | Business Integration Partner | \$592.22 |
| 595-22 | Business Integration Associate Partner 3 | \$517.51 |
| 595-22 | Business Integration Associate Partner 2 | \$483.31 |
| 595-22 | Business Integration Associate Partner 1 | \$422.30 |
| 595-22 | Business Integration Senior Manager 3 | \$359.79 |
| 595-22 | Business Integration Senior Manager 2 | \$307.45 |

| SIN | DESCRIPTION | GSA CATALOG (Price Per Hour) 07/29/13 - 07/28/18 |
|--------|---------------------------------------|--|
| 595-22 | Business Integration Senior Manager 1 | \$277.51 |
| 595-22 | Business Integration Manager 4 | \$255.05 |
| 595-22 | Business Integration Manager 3 | \$240.09 |
| 595-22 | Business Integration Manager 2 | \$225.10 |
| 595-22 | Business Integration Manager 1 | \$202.64 |
| 595-22 | Business Integration Consultant 4 | \$181.65 |
| 595-22 | Business Integration Consultant 3 | \$153.69 |
| 595-22 | Business Integration Consultant 2 | \$131.63 |
| 595-22 | Business Integration Consultant 1 | \$116.96 |
| 595-22 | Business Integration Analyst 4 | \$124.32 |
| 595-22 | Business Integration Analyst 3 | \$116.96 |
| 595-22 | Business Integration Analyst 2 | \$102.25 |
| 595-22 | Business Integration Analyst 1 | \$102.25 |

Notes:

1. Pricing assumes use of a shared software instance but unique database for agencies smaller than 50,000 employees.
2. The prices offered represent post-implementation, on-going operating state. The prices for client-specific implementation (i.e. design, configuration, data migration, interface and reports development, testing) are not included in this price.
3. Assumes a one-year, post-migration service commitment

6.0 Pricing for HR Private Shared Service Centers – Non-Core Requirements: SIN 595-26

Compensation Management, HR Development, HR Strategy, Organization and Position Management, Performance Management, Staff Acquisition, Employee Relations, Labor Relations and Separations Management

| SIN | DESCRIPTION | GSA CATALOG (Price Per Hour) 07/29/13 - 07/28/18 |
|--|---|--|
| Non-Core Solutions | | |
| 595-26 | Software Provisioning, Hosting and Application Management | Priced as professional services |
| Implementation Services | | |
| 595-26 | The following professional services are offered on a per-hour basis with prices quoted under each task order: Pre-go live implementation services including: Planning, Solution Design, Software Configuration, Data Migration, Interface, Forms, Reports and Custom Development, Testing, and User Training. | Priced as professional services |
| Non-Core Human Resources/Human Capital Management Services | | |
| 595-26 | Non-core Human Capital Services including: Recruiting and Staffing, Change Management, Employee Communications/Outreach, Human Capital Strategy, Position Classification and Management, Talent Management, Learning Management, Performance Management, Compensation Management, Leadership Development, Succession Planning, Executive Services, Employee Relations, Labor Relations, Separations Management. | Priced as professional services |

| SIN | DESCRIPTION | GSA CATALOG (Price Per Hour) 07/29/13 - 07/28/18 |
|--------|--|--|
| 595-26 | Partner 1 | \$423.01 |
| 595-26 | Associate Partner 2 | \$331.57 |
| 595-26 | Program Manager 3 | \$341.05 |
| 595-26 | Program Manager 2 | \$265.91 |
| 595-26 | Program Manager 1 | \$215.81 |
| 595-26 | Project Manager 7 | \$255.89 |
| 595-26 | Project Manager 6 | \$226.00 |
| 595-26 | Project Manager 5 | \$210.70 |
| 595-26 | Project Manager 4 | \$195.80 |
| 595-26 | Project Manager 3 | \$180.91 |
| 595-26 | Project Manager 2 | \$170.97 |
| 595-26 | Project Manager 1 | \$145.65 |
| 595-26 | HR Senior Advisor 2 | \$214.17 |
| 595-26 | HR Senior Advisor 1 | \$177.64 |
| 595-26 | HR Senior Specialist 6 | \$155.09 |
| 595-26 | HR Senior Specialist 5 | \$131.69 |
| 595-26 | HR Senior Specialist 4 | \$116.90 |
| 595-26 | HR Senior Specialist 3 | \$107.04 |
| 595-26 | HR Senior Specialist 2 | \$102.11 |
| 595-26 | HR Senior Specialist 1 | \$92.25 |
| 595-26 | HR Specialist 3 | \$112.90 |
| 595-26 | HR Specialist 2 | \$98.44 |
| 595-26 | HR Specialist 1 | \$88.82 |
| 595-26 | Business Integration Partner | \$592.22 |
| 595-26 | Business Integration Associate Partner 3 | \$517.51 |
| 595-26 | Business Integration Associate Partner 2 | \$483.31 |
| 595-26 | Business Integration Associate Partner 1 | \$422.30 |
| 595-26 | Business Integration Senior Manager 3 | \$359.79 |
| 595-26 | Business Integration Senior Manager 2 | \$307.45 |

| SIN | DESCRIPTION | GSA CATALOG (Price Per Hour) 07/29/13 - 07/28/18 |
|--------|---------------------------------------|--|
| 595-26 | Business Integration Senior Manager 1 | \$277.51 |
| 595-26 | Business Integration Manager 4 | \$255.05 |
| 595-26 | Business Integration Manager 3 | \$240.09 |
| 595-26 | Business Integration Manager 2 | \$225.10 |
| 595-26 | Business Integration Manager 1 | \$202.64 |
| 595-26 | Business Integration Consultant 4 | \$181.65 |
| 595-26 | Business Integration Consultant 3 | \$153.69 |
| 595-26 | Business Integration Consultant 2 | \$131.63 |
| 595-26 | Business Integration Consultant 1 | \$116.96 |
| 595-26 | Business Integration Analyst 4 | \$124.32 |
| 595-26 | Business Integration Analyst 3 | \$116.96 |
| 595-26 | Business Integration Analyst 2 | \$102.25 |
| 595-26 | Business Integration Analyst 1 | \$102.25 |